

Governor's Forum

Top Leaders at the Governor's Workplace Safety & Health Forum Shared their Strategies for Success

On November 3rd, **David Hollister**, Director, Michigan Department of Labor and Economic Growth (DLEG) welcomed more than 250 manufacturing employers from across the state to the Governor's Workplace Safety and Health Forum. Held at Macomb Community College, the forum continued Governor Granholm's focus on "Manufacturing Matters" in Michigan.

"Manufacturing is one of Michigan's most important economic sectors—and is absolutely vital to our future success," said **Governor Jennifer M. Granholm**. "When companies include workplace safety and health in their corporate strategy—they not only protect their workers, they also produce better products and add greater value to our economy."

"One of the cornerstones of growing Michigan's economy must be collaborative partnerships—labor, business, and government must come together to build a stronger Michigan," said **Hollister**. "I am honored to share the stage today with these outstanding leaders—who send a strong message that workplace safety and health

makes good business sense."

Michigan's "Best of the Best"

Top executives from Michigan's "Best of the Best" companies shared their stories of business successes, while creating a safe and healthful work environment for their employees. Representing a wide range of manufacturing environments, all shared a message of increasing competitiveness through strong worker safety and health efforts.

"With the UAW and MIOSHA as our partners, we've worked long and hard to make significant improvements during the last six years, in one of the most challenging work environments," said **Roman J. Krygier**, Group Vice President, Global Manufacturing, Ford Motor Company. "Today, we are proud to say MIOSHA advocates some of Ford's safety practices to other employers."

"We are extremely proud of our safety and health achievements—which are a direct result of the hard work of all of our Associates," said **David M. Yacavone**, President, Johnson Technology. "Our strong commitment to workplace safety and health has undeniably made our company more competitive."

"At Dow, the health and safety of our people is vital to our sustainability as a company. In the past ten years, more than 12,500 Dow employees in Michigan and around the world have not been hurt as a result of our relentless safety efforts," said **David W. Graham**, Vice-President of Environment, Health & Safety, The Dow Chemical Company. "We're now in the process of setting

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Don Milroy, Masco Corp.; David Graham, Dow Chemical; David Yacavone, Johnson Technology; and Roman Krygier, Ford; listen as Wes Smith (not pictured) describes their strengths at E&E Manufacturing.



Michigan Department of Labor & Economic Growth

From the MIOASHA Director's Desk

By: Douglas J. Kalinowski



After MIOASHA's 30th Anniversary... Where do we Go from Here?

With the ending of 2005, the modern-day MIOASHA Program has just completed its 30th anniversary. In the past year, a lot has been accomplished. In addition to completing nearly 5,000 enforcement inspections and more than 6,200 outreach seminars, workshops and consultations, we tackled three special projects to commemorate our 30th anniversary. These projects were designed to reemphasize and reinvigorate everyone's awareness of workplace safety and health.

On August 25th, MIOASHA took a historic step in its **"Take a Stand for Safety and Health Day."** On that day, 125 MIOASHA staff, both enforcement and consultation, served as consultants—helping employers across Michigan solve their safety and health issues without citations or penalties. The feedback we received from employers and employees, as well as our own staff who participated in this project, was extremely positive.

"Make a Difference Week" was coordinated the week of September 12 - 16th. MIOASHA consultation staff developed a workplace safety and health "Toolbox" for employers and workers to address the key elements of a safety and health management system. The week included a call to "Stand Down for Safety and Health" on September 16th.

The first **"Governor's Workplace Safety and Health Forum"** was held November 3rd at Macomb Community College. It provided an opportunity for employers and employees in Michigan to hear from a number of business and labor leaders and the CEOs of several successful companies who understand the importance of safety and health to their overall operations. The outcome of this forum is highlighted in this issue of the MIOASHA News.

Where do we go from here?

There are several lessons that my 16-year-old son, Phil, has taught me about downhill skiing that all of us involved in worker safety can use. Two of these are:

Look Down the Hill – Although we all must deal with immediate issues that face us, to truly be effective, we must look ahead to accomplish our goals. We in the MIOASHA Program do "look down the hill" in working towards eliminating workplaces fatalities, injuries and illnesses.

Challenge Yourself to Improve – To improve and make a difference for working men and women in Michigan, we must challenge ourselves. The MIOASHA Program sets its goals high but reachable for divisions, individuals and projects.

Over the next year, we will continue to address the key injuries, illnesses and industries through both enforcement and outreach strategies. We will also continue to address improvements in the operation of our program to enhance consistency, timeliness and effectiveness.

We have a number of specific projects planned for 2006. We expect to continue the "Take a Stand Day for Safety and Health," "Make a Difference Week," and the "Governor's Forum." Three additional

projects are listed below.

This January we will distribute 30,000 safety awareness CDs **"MIOASHA Walkthrough for Manufacturers"** across Michigan. This interactive training CD includes 22 modules designed to cover a wide range of workplace safety and health issues. The feedback we have received from people who have seen this tool so far has been very positive.

In March we are planning a **"Governor's Construction Safety and Health Forum,"** similar to the forum held for manufacturers last year. Leaders from Michigan's "Best of the Best" construction companies will share their success stories. (See page 10 for details.)

We are also planning a **"Young Workers Initiative"** in the spring. Young people are our future and nearly 80 percent work at some time during their high school years. Nationwide, at least 70 young workers are killed on the job each year and more than 100,000 seek treatment for a work-related injury. We must address the safety and health issues that affect them early to really have an impact on their future.

Where are we going over the longer stretch?

We will continue to use strategic planning with a lot of stakeholder input to guide the MIOASHA Program. We must also find new and better ways to challenge ourselves.

Some of these will entail using information technology to share information. We have made significant strides to enhance the MIOASHA website in the past few years. We plan to further expand the website and the information accessible through it. We will also expand the use of electronic tools to enhance our training programs.

MIOASHA has also found partnerships and alliances with employers, associations and employee organizations to be extremely valuable. They provide immeasurable ways to exponentially share information and resources, eliminate barriers and truly have an impact on worker safety. We must strengthen the partnerships and alliances that we have established and build new ones for the future.

The MIOASHA Program is currently in the early stages of developing a **MIOASHA Training Institute**. The vision for this institute is to create a site or series of sites where MIOASHA staff can receive both classroom and hands-on training along side employers and employees in Michigan. We are working with Macomb Community College as a pilot to develop a core curriculum of safety and health courses that will have the greatest impact in Michigan's workplaces. Comprehensive training and information are the keys to providing effective, common sense solutions to workplace hazards. This applies to employers, employees and MIOASHA staff.

Communication is a critical part in MIOASHA's future and in what we all do every day in occupational safety and health. We can only really **"Make a Difference"** if we work together to eliminate fatalities, injuries and illnesses.

Douglas J. Kalinowski

Congratulations Georgia-Pacific!

Georgia-Pacific's Premier Packaging Albion Facility Receives State's Highest Safety and Health Award

Georgia-Pacific Corporation's Premier Packaging Albion facility received the Michigan Voluntary Protection Program (MVPP) Star Award on October 18th from MIOSHA for workplace safety and health excellence.

"We are honored to welcome Georgia-Pacific's Albion facility into this prestigious group of Michigan companies that have implemented an exemplary safety and health system," said DLEG Director **David C. Hollister**. "You are to be commended for your safety and health leadership—which demonstrates that focusing on safety and health is a sound business decision."

MIOSHA Director **Doug Kalinowski** presented the MVPP Star Award to General Manager **Bill Magee** and the **Albion Safety Committee**. All employees attended the ceremony and were congratulated by local and state officials, as well as Georgia-Pacific corporate executives. Employees raised the MVPP Star flag following the ceremony.

Fostering Cooperation

"The employees at Premier have demonstrated what can happen when an entire business or group works together, when there is a true spirit of cooperation, and when everyone is concerned, not only about their own safety, but their co-workers' as well," said **Mike Rehwinkel**, Senior Vice President – Packaging.

This is the most prestigious safety and health award given in Michigan. MIOSHA established the MVPP program in 1996 to recognize employers actively working toward achiev-

ing excellence in workplace safety and health. Since 1999, Michigan has recognized 18 MVPP Star companies. "I'm extremely proud of the employees and safety team members here at Premier. The success of this MVPP program demonstrates our employee's talents and dedication to safety," said **Rick Fox**, Plant Manager – Premier.

The incidence rates at the Georgia-Pacific Albion facility are well below the Michigan average for their SIC code 2653, *Corrugated & Solid Fiber Boxes*. Their total case incidence rate was 5.4 in 2002, 1.5 in 2003, and 0.0 in 2004—compared to the Bureau of Labor Statistics (BLS) Michigan industry average of 6.4 in all three years. The total days away/restricted cases (DART) rate was 1.4 in 2002, 1.5 in 2003, and 0.0 in 2004—compared to the BLS Michigan industry average of 3.4 in all three years.

Sharing Responsibility

"National VPP sites experience 60 to 80 percent less lost work day injuries than would be expected of an average site in their industry," said Kalinowski. "Not only does the MVPP program significantly reduce injuries and illnesses, it also has a tremendous impact on the bottom line."

Georgia-Pacific's Premier Corrugated sheet-feeder plant employs 74 workers and specializes in manufacturing corrugated sheets in single-wall and double-wall for its industrial based customers. The MIOSHA review team, consisting of **Doug Kimmel**, **Sheila Ide**, **Sherry Scott** and **Quenten Yoder**, conducted 28 formal and 22 informal interviews during the site visit. The team examined each of the required elements of their safety and health management system, and found them to effectively address the hazards at the site.

The Georgia-Pacific corporate safety statement reads, in part: "We recognize that there is no goal more important than having every employee go home safely every day, which is why accident prevention is everyone's responsibility. All employees are expected to follow safe work practices to ensure their own safety as well as the safety of their fellow employees. By doing so, we can keep our facilities in the top tier of safe working environments in industry."



The Premier Packaging Albion facility became the 70th Georgia-Pacific site to receive the prestigious Star Award.

Building Excellence

Areas of excellence include:

- A very thorough and complete new employee orientation program;
- Holding all employees accountable for safe and healthy conditions through corporate goal setting and a Total Performance Management (TPM) evaluation process;
- A CORE: Safety Element System;
- Quarterly audits for Lockout/Tagout procedures;
- An excellent signage program offering instructions and reminders which are visible throughout the production area; and
- A computer-based system to report and track safety and health issues and suggestions.

Georgia-Pacific's corporate dedication and commitment to health and safety excellence is exemplified by their many facilities that have achieved Star status in federal OSHA's Voluntary Protection Program (VPP). To date, Georgia-Pacific has 70 certified VPP sites.

Headquartered in Atlanta, Georgia-Pacific is one of the world's leading manufacturers and marketers of tissue, packaging, paper, building products and related chemicals. With 2004 annual sales of approximately \$20 billion, the company employs 55,000 people at more than 300 locations in North America and Europe. Its familiar consumer tissue brands include Quilted Northern®, Angel Soft®, Brawny®, Mardi Gras®, So-Dri® and Vanity Fair®, as well as the Dixie® brand products.

Georgia-Pacific's building products manufacturing business has long been among the nation's leading supplier of building products to lumber and building materials dealers and large do-it-yourself warehouse retailers. For more information, visit www.gp.com. ■



Albion Premier Packaging employees raised the Star Flag during their MVPP ceremony.

MIOSHA Compliance Visits

Inspection Procedures and New Instruction on Abatement

By: Martha Yoder

MIOSHA Deputy Director

Have you ever wondered what happens when a MIOSHA inspector arrives at your door? MIOSHA's approximately 80 compliance staff monitor workplaces covered by the program throughout the state—to help ensure that Michigan workers have the safest and healthiest work environment possible.

MIOSHA compliance staff consists of occupational safety officers, construction safety officers, and industrial hygienists, located throughout the state. Compliance officers conduct the following inspections and investigations, listed in priority order:

■ **Imminent Danger Complaints or Referrals**—A condition where a danger exists which could reasonably be expected to cause death or serious physical harm, either immediately or before the danger could be eliminated by following regular assignment procedures.

■ **Fatality/Catastrophe Investigations**—Deaths of workers that may be related to MIOSHA rules requirements or the hospitalization of three or more workers from the same incident or event.

■ **Complaints and Referrals**—Reports of alleged hazards covered by MIOSHA.

■ **Nonfatal Accident Investigations**—Serious injury/illnesses determined appropriate for a MIOSHA on-site inspection.

■ **Follow-Up Inspections**—A review to verify or determine that a hazard has been corrected.

■ **Monitoring Visits and Variances**—Monitoring visits to ensure that hazards are being corrected and employees are properly protected. Monitoring visits may be requested by

employers to determine early in the abatement process whether efforts will meet rule requirements, for assistance in determining an appropriate abatement, or other technical assistance. Variance visits evaluate an employer's request to deviate from a rule in a manner that provides an equal level of protection.

■ **Programmed Inspections**—Routine review of workplaces, which have been scheduled based upon objective or random selection criteria. These inspections are generally "wall-to-wall" covering all equipment, machinery and aspects of the business operation.

Upon arrival, the MIOSHA officer will proceed to the appropriate entrance, such as the main office, construction trailer, security post, etc., to make initial contact with the appropriate management representative. This may be the business owner, operator or agent in charge. On construction sites, this is most often the representative of the general contractor.

Opening Conference

Once the proper representative is located, the MIOSHA officer will present identification to verify their position. A brief opening conference includes information on the reason for the inspection, a copy of the complaint, if applicable, and information on what will occur during the inspection process. The officer will ask to have the appropriate employee representative join in the inspection, when employees have representation. If there is no employee representation, the officer will explain the need for employee interviews. Generally, MIOSHA conducted employee interviews are held in private, without employer representation present.

Document Review

The officer may request and review all MIOSHA required records, including injury/illness logs and standard required written programs such as *Control of Hazardous Energy Sources* (lockout-tagout), and *Hazard Communication/Right to Know*.

Walk Around

The "walk around" includes physical review of the workplace or job site and may include collecting appropriate documentation such as photographs, measurements, monitoring and testing. Depending on the scope and type of inspection, the walk around may take less than an hour or many days to complete.

Closing Conference

Once the physical walk around

is finished and the MIOSHA compliance officer has completed the review and analysis, a closing conference will be scheduled. At the closing conference, the officer will discuss the findings including a review of hazards recommended for citation, if any. The officer will also review penalty adjustment factors including "good faith" reductions for proactive efforts to implement a safety and health management system, size of business, and past MIOSHA history.

When an inspection reveals that there are violations of MIOSHA rules and regulations, citations will be issued to the employer. If there are violations classified as "Serious," the MIOSH Act requires that a penalty be assessed. Penalties take into account the employee exposure, proximity of employees to the hazard, and how hazardous the condition is.

New Abatement Policy

Citations also include an abatement date for each violation not corrected during the course of the inspection. MIOSHA has issued a new agency instruction, **MIOSHA-COM-05-2R, Notification of Abatement and Citations for Failure to Provide Notification of Abatement**, dated December 9, 2005. This instruction sets requirements for submitting evidence of abatement to MIOSHA.

For Serious, Repeat, Fail-to-Abate, Willful or Egregious violations, abatement information must be provided to MIOSHA and may include photos, purchase or repair receipts, completed work orders, and documents.

Violations classified as "Other-than-Serious" require less documentation of abatement. A signed copy of the citation item indicating the item has been corrected is acceptable documentation of abatement. This is a change with implementation of the new instruction. It recognizes that these issues are less serious and not likely to cause serious physical harm or death. It reduces the burden of documentation required from employers for these items and reduces the documents that must be processed by MIOSHA.

If abatement is not received for "Serious" items, MIOSHA will generally return to the workplace or job site to conduct a follow-up inspection to determine whether the employer has corrected the hazard.

For unabated "Other-than-Serious" items, MIOSHA may issue a citation, with penalty, for failing to submit notification of abatement in lieu of returning to the workplace or job site.

MIOSHA-COM-05-2R is available on the our website at www.michigan.gov/miosha. ■



MIOSHA Safety Officer Rick Pfander conducts a "Programmed Inspection" at Actron Steel, with President Ronald Watson. (A special thanks to Actron Steel for use of this photo.)

CHEMICAL MIGRATION THROUGH SOIL... POSES A CONFINED SPACE ENTRY HAZARD

By: Dan Maki, Industrial Hygienist
Construction Safety and Health Division

Have you ever attended a confined space entry training class or talked with someone regarding confined spaces, and discussed the topic of a hazardous atmosphere being introduced from chemicals migrating through the soil?

If you have, you know many people roll their eyes and say, "Yeah, when does that ever happen?" On a recent MIOSHA accident investigation it was determined this is exactly what occurred, resulting in a plumbing contractor's employee being severely burned.

Background - Ferrellgas Explosion

On June 10, 2005, an employee of **M & M Plumbing - Heating Inc.** of Indian River, entered a crawl space beneath a building owned by **Ferrellgas Company** to remove a water pump. Upon activating a cordless reciprocating saw to cut a pipe, an **explosion** occurred which **severely burned the employee's hands, arms, face, legs, and back.**

Approximately three weeks prior to the above accident, the Ferrellgas propane storage and distribution center had experienced an explosion under their office building in a crawl space area. There was no real fire and no one was injured, however, the explosion lifted the rear portion of the building off its foundation and blew out windows.

As a result, Ferrellgas hired a consulting company to determine the cause of the explosion. The consultant inspected the site utilizing a combustible gas meter, and concluded that the explosion was caused by the build-up of methane gas from a broken pipe leading to an old septic tank. The consultant also found elevated combustible readings in the soil outside of the crawl space, but attributed it to past fuel spills.

Based upon these conclusions, the consultant instructed Ferrellgas to have the pipe and septic tank capped to prevent future gas accumulations in the crawl space. Subsequent to the recommended repairs, Ferrellgas hired M & M Plumbing - Heating Inc. to remove a water pump that was damaged during the first explosion.

As previously mentioned, an employee of the plumbing contractor entered the crawl space and the second explosion occurred when he activated a reciprocating saw.

The crawl space was approximately 16 ft. X 16 ft. and 45 inches deep. The floor of the crawl space was sand. The opening to the crawl space was a removable hatch in the floor that

measures 17 inches X 20 ½ inches. (See photo.)

MIOSHA Regulations

This was a unique inspection, due to the fact that the plumbing contractor falls under the Construction Safety & Health Division (CSHD) and the Ferrellgas facility falls under the General Industry Safety & Health Division (GISHD). Therefore, we dealt with two different sets of regulations.

The CSHD does not have a specific standard dealing with confined spaces; however, it does have specific rules regarding work in confined spaces. These rules are found in Part 1, General Rules, Rule 121(1) - (3).

The GISHD has a standard that addresses entry into confined spaces, which is Part 490, Permit-Required Confined Spaces. This standard is performance oriented and delineates what employers must do prior to and during entry of a confined space. The standard requires that the host employer (Ferrellgas) inform contractors that the requirements of Part 490 are to be followed while working in established confined spaces at their facility.

Investigation Findings

The MIOSHA investigation revealed that an underground propane gas line had developed a leak, causing the surrounding grounds to become saturated with propane gas. The gas in the crawl space was not caused by a build-up of methane from a broken pipe leading to an old septic tank. Excavation of the leaking propane pipe revealed that a 1-½ inch return line had corroded causing a hole to develop on its bottom side approximately 1/8th of an inch in diameter.

The Ferrellgas facility was constructed prior to the requirement for underground piping to be cathodically protected. As mentioned above, the floor of the crawl space was sand. Therefore, as the ground became saturated it migrated toward the building and was able to escape into the area of the crawl space. The crawl space was approximately 30 feet from the leaking pipeline.

Air monitoring conducted after the accident indicated very high combustible gas levels in the crawl space, but no tell tale odor of propane was present. Propane is actually a colorless, odorless gas. However, a chemical is added called ethyl mercaptan that provides



The crawl space at Ferrellgas Company where the explosion took place was clearly a permit-required confined space.

the odor we associate with propane to help detect leaks.

It is theorized that the sandy soil acted as a 'scrubber' as the gas migrated through it, removing the ethyl mercaptan and odor from the propane mixture. It is also believed that when the employee entered the confined space and disturbed the sand getting ready to cut the pipe, the release of propane from the soil increased as a result of these disturbance activities.

Workplace Evaluation

Many employers have not taken the time or are not aware of the requirement to evaluate their worksites(s) to determine if they contain confined spaces.

Even when your employees will not enter these spaces, the evaluation must be performed and steps implemented to prevent unauthorized entries.

Whenever a confined space is entered, at a minimum, the atmosphere must be tested to verify that greater than 19.5% oxygen is present, to verify that combustible gases and vapors do not exceed 10% of the lower explosive limits and must be tested for toxic gases or vapors that may be present.

Had the employers complied with either the MIOSHA construction or general industry regulations pertaining to proper confined space entry procedures, this accident could have been prevented.

MIOSHA Citations Issued

A high-gravity serious citation was issued to **Ferrellgas** for the following violations:

- The employer did not evaluate the workplace to determine if any spaces were permit-required confined spaces; [General Industry Standard (GIS) Part 490, 1910.146(c)(1)];

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Great Lakes Defender

An Exercise to Test Preparedness and Response to an Act of Terrorism in Michigan and Ontario

By: James K. Kivell
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On May 10, 2005, several members of the **MIOSHA Disaster Response Team**, along with participants from over 70 federal, state, local, and tribal agencies from both Canada and the United States, participated in an exercise, called "Great Lakes Defender." To try and mimic a

coordinated terrorist attack, Great Lakes Defender was arranged so that two separate scenarios took place concurrently in two separate areas of the state.

The first scenario, called "**Operation Bridge Out**," simulated a terrorist attack on the International Bridge that links the cities of Sault Sainte Marie, Michigan, and Sault Sainte Marie, Ontario. The second scenario, called "**Operation Rogue Tanker**," simulated the hijacking of an oil tanker on the Detroit River, followed by a release of oil into the river by terrorists, accompanied by threats to blow up the tanker.

The exercise was designed to challenge all the participating agencies on both sides of the border to react to a national, state, or local emergency, and to test emergency preparedness and interagency cooperation. The U.S. Coast Guard provided both materials and manpower for the exercise, which included barges that were used to create a temporary bridge, and facilitators and coaches to assist the participants with the exercise process. The exercise met the requirements of *The National Preparedness for Response Exercise Program* of section 4202(a) of the Oil Pollution Act of 1990.

Operation Rogue Tanker

In Operation Rogue Tanker, The Atheneum Hotel and Conference Center in Detroit's Greek Town served as the location of this scenario's Command Post. In the Hermes Room on the main floor, the Coast Guard introduced Operation Rogue Tanker to the participants and provided a "hotwash" (critique) session at the conclusion.

On the second floor of the hotel, the Plato Room housed the Unified Command Post, the Socrates Room housed the Operations section, the Aristotle Room housed the Planning section, the Euripides Room housed the Joint Information Center, and the Sophocles Room housed Finance and Logistics.

All these sections are required components of an Incident Command System, which is mandated by the federal National Incident Management System. Scenario control for Operation Rogue Tanker was

conducted from a third floor meeting room. At the hotel, three members of the MIOSHA Disaster Response Team, **Sharman Cross**, **Michael Mason**, and **Don Trefry**, functioned as Assistant Safety Officers to the Incident Safety Officer, and participated in the preparation and implementation of the Site Safety and Control Plan for the scenario.

Utilizing the Disaster Response Team's 800-megahertz portable radios and Michigan's powerful \$220-million statewide 800-megahertz trunk, radio system, Cross, Mason and Trefry were able to easily communicate with MIOSHA team members in the field at the Saint Mary's River in Sault Sainte Marie and also locally at the Rouge River.

At the Rouge River, also during Operation Rogue Tanker, an oil spill control ("booming") drill was conducted at the Michigan Marine Terminal in the City of River Rouge, Michigan. This drill tested the local emergency response plan that addressed oil spills on the Rouge River, and also tested booming procedures at the facility.

Employees of Marine Pollution Control, Inc., a contractor of the United States Coast Guard, acted as if the terrorists had spilled fuel oil on the river, and deployed a boom across from boats to skim-off and collect the imagined pollution. At that site, another group of MIOSHA Disaster Response Team members, **Tony Allam**, **John Byrne**, **James Kivell**, and **James Zoccoli**, also functioned as Assistant Safety Officers and reported to the Incident Safety Officer at The Atheneum Hotel.

These MIOSHA team members had the authority to alter, suspend, or terminate any activity that they judged to be unsafe. For example, they made sure that everyone wore a personal flotation device while working near or on the water.

Operation Bridge Out

Meanwhile, Operation Bridge Out was well under way in Sault Sainte Marie. In this scenario, terrorists had detonated an explosive-laden tanker truck on the International Bridge in Sault Sainte Marie, Michigan. Consequently, a span of the bridge had dropped into the shipping channel and severed the major commercial and travel route between Michigan and Ontario, and created a major federal, state, provincial, and local emergency.

Once again, using the required Incident Command System, a Unified Command Post was established so that the directors of all the agencies involved could efficiently manage the inci-

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Operation Bridge Out—The Michigan National Guard 1437th Engineering Division's boat is pushing a bridge section used to construct the pontoon bridge that spanned the Saint Mary's River. In the background is Sault Sainte Marie, Canada.



Operation Bridge Out—Michigan National Guard trucks transported the bridge sections used to build the pontoon bridge. Shown here, a truck is picking up a section of the bridge. The bridge section will fold in half, then slide up on the truck to be transported.

Discrimination is Unlawful

Complex Employee Discrimination Case Affirms Protections under MIOSHA

By: Dana Girty, Investigator
Employee Discrimination Section

It is unlawful, under the Michigan Occupational Safety and Health (MIOSH) Act, for an employer to discharge an employee or in any manner discriminate against an employee because the employee filed a safety and health complaint, or engaged in a form or protected activity. Types of discrimination include:

- Discharge,
- Demotion,
- Suspension,
- Harassment, and/or
- Other types of disciplinary action.

An employee who believes that their employer discriminated against him or her must file a complaint with the Michigan Occupational Safety and Health Administration (MIOSHA) within 30 days of the alleged violation. This is a strict time frame, and employees need to keep this time limit in mind. Upon receipt of the complaint, MIOASHA's Employee Discrimination Section will investigate the allegations.

Upon completion of the investigation, if a violation of the MIOSH Act is determined, the agency will order all appropriate relief, including, reinstatement, payment of back wages (including interest) and possible compensation for any special damages or fees.

The Complaint

A recent employee discrimination case began with a complaint that was filed in January 2004. The complainant was employed by **Pro-Tech Environmental & Construction Services, Inc.** At the time of the complaint, he was a project supervisor for an asbestos removal job at Calvin College. He had been employed with the company for over three years and had received favorable performance ratings.

The complainant went to this jobsite on December 27, 2003, where he had 10 employees working under him. Another project supervisor delivered the supplies that the workers needed, specifically respirators. Complainant found the bulk of the respirators to be unacceptable, either because of contamination from previous jobs and/or non-working batteries or broken connectors.

Calvin College also had hired an on-site industrial hygienist to monitor the job. At the point in time when the complainant discovered the unacceptable respirators, the on-site hygienist appeared and advised him that he would not allow people to enter a contaminated area with

that equipment.

The complainant called his foreman and relayed his concerns and referred to the equipment as junk. This was followed by a heated discussion about the supplies. The complainant and the on-site hygienist pieced together as many operable respirators as they could. In addition, the on-site hygienist also allowed workers to use a couple of respirators that he had. Still there were not enough respirators for all the employees and some workers had to be sent home.

The Termination

The following Monday, December 29, 2003, the complainant went to the shop to turn in paperwork. He was assigned the same jobsite. The complainant stated the foreman gave him more "junk respirators" to use and complainant advised he didn't want those. They again got into a heated discussion at which time the foreman told the complainant to leave. He left but called the owner of the company to arrange a meeting. The complainant met with the owner and the foreman and the meeting ended with the owner saying he'd look into the matter.

The following day, when the complainant reported to work, he was terminated. The owner told complainant that he had no problems with his work but that he didn't seem to have a good relationship with the foreman.

The Investigation

Pro-Tech contended that the complainant was terminated for insubordination and using abusive language towards his foreman on December 29, 2003. While they allege the termination was not for the December 27, 2003, incident, they do infer that it was inappropriate for him to have a conversation in front of the client and they stated that this incident possibly cost them future jobs at the college, although the Calvin College representative testified that Pro-Tech was not the low bid on future aspects of the job.

The college representative and the on-site hygienist also testified that they didn't believe that complainant did anything inappropriate on December 27, 2003, rather he was trying to protect the employees under his supervision and trying to comply with requirements of the college and hygienist. There was testimony from the on-site hygienist, the Calvin College representative and numerous coworkers. It was revealed that the complainant had always been "rough around the edges," yet he had never been previously disciplined for this behavior.

The Decision

MIOSHA found that the complainant's



Proper Equipment—MIOSHA Asbestos Standards require appropriate protective equipment that is properly maintained. They also require appropriate training, work practices and engineering controls to protect workers exposed to asbestos-containing material.

rights were violated and that the termination was the result of his raising the safety concern and insisting on appropriate protective equipment for his workers. Pro-Tech was ordered to reinstate the complainant and pay him all back pay from the time of termination up to, and including, the date of reinstatement.

Pro-Tech appealed that decision and an administrative hearing was held over a period of three full days. The complainant was represented by counsel at the hearing. His attorney requested compensation for emotional damages. The July 2005 decision issued by the Administrative Law Judge affirmed the findings of the MIOASHA Employee Discrimination Section. The judge ordered reinstatement, back pay, and interest. He also ordered that Pro-Tech pay the complainant's attorney fees. There was no award for emotional damages.

Pro-Tech has appealed the decision to Montcalm County Circuit Court. The complainant's attorney has also filed an appeal, for the portion that does not award emotional damages. The Employee Discrimination Section forwarded all relevant documents to Montcalm County Circuit Court and awaits their decision.

If you have any questions about employee discrimination under MIOASHA, please contact the **Employee Discrimination Section at 248.888.8777.**

CET Grants for 2006

Twenty Grants, Totaling \$1.25 Million, Will Protect Employees In High-Hazard Work Environments

By: **Louis Peasley**
CET Grants Administrator

On October 4th, DLEG Director **David C. Hollister** announced 20 Consultation Education and Training (CET) Grants for fiscal year 2006 totaling \$1.25 million to promote worker safety and health.

"For 30 years MIOSHA has recognized employers who do the right thing and make worker protection a part of their company culture," said Hollister. "These CET Grants will help us reach more companies with tried and tested training techniques that can help them create an environment where every worker goes home healthy and whole every day."

The Consultation Education and Training (CET) Division provides outreach services to employers in a variety of formats. The CET Grant program provides additional options for safety and health education and training to employers and employees. Most of the grants will focus on the performance goals identified in the MIOSHA strategic plan, with a particular emphasis on hazard recognition and prevention for high-hazard manufacturing industries.

One critical area of concern is the high-hazard construction industry. Only about four percent of Michigan's workforce is employed in construction—however, construction fatalities account for nearly 50 percent of all fatal workplace accidents.

Director Hollister made the announcement at **Granger Construction Company's** parking structure project on the campus of Michigan

State University. The **Michigan Chapter Associated General Contractors (AGC) of America** is one of the CET grantees, and is providing safety and health training to the workers at Granger's MSU parking structure worksite. Six other grantees provide construction training.

"The dangers of the construction industry continue to plague our industry that result in all too many injuries and sad to say, all too many deaths," said **Bart Carrigan**, Executive Vice President, Michigan Chapter Associated General Contractors. "A key element in preventing these tragic losses is training."

The 20 statewide projects include a wide range of training activities and many offer interactive computer-based training modules. Strategic training topics include: ergonomics; emergency response and recovery; workplace violence prevention; firefighter rescue; Spanish-speaking initiatives; long-term care issues; asbestos awareness; trenching safety; road construction; fall protection; and construction onsite walkthroughs.

"Protecting workers is the mission of the MIOSHA program. Working collaboratively with these 20 organizations, we can maximize our safety and health efforts," said MIOSHA Director **Doug Kalinowski**. "These CET Grants are an important part of our outreach efforts to prevent injuries and illnesses from occurring."

FY 2006 CET Grant Projects

Alpena Community College will deliver targeted safety training in the high hazard industries of construction, machinery manufacturing, and wood products manufacturing. This proposal incorporates high-hazard industry training, primarily with smaller employers, to satisfy MIOSHA objectives.

American Red Cross, Mid-Michigan Chapter will supply emergency planning, response, and recovery training for businesses. This program includes training for not just natural disasters but also terrorism attacks and other significant threats.

Bay De Noc Community College will provide safety training and technical assistance to

owners and employees in the wood products industry through on-site visits with an emphasis in sawmills and secondary wood manufacturing.

Center for Workplace Violence will produce a video, "Recovery for Workplace Emergencies," as well as develop a print resource entitled "Crisis Preparedness Action Guide." Training sessions focus on emergency response capabilities.

Eastern Michigan University Organization for Risk Reduction will offer a two-hour asbestos awareness course on the nature of asbestos, health affects of exposure, identification of asbestos containing materials, and the MIOSHA General Industry and Construction Standards for Asbestos.

Lansing Area Safety Council will provide safety and health training to employees in long-term care facilities. The topics include: bloodborne pathogens; tuberculosis awareness; ergonomics; slips, trips and falls; hazard communication; and safe lifting and transfer of patients.

Michigan AFL-CIO will deliver generic and customized workplace safety and health training to new and incumbent employees on a wide variety of topics, including confined space training, back safety, chemical safety, and office ergonomics.

Michigan Associated General Contractors (AGC) will provide interactive, computer-based training for the construction industry. The program is designed to provide easy access to 14 standardized modules, which include: Asbestos Awareness, Confined Space, Electrical Safety, Fall Protection, Hazard Communication, Personal Protective Equipment, Trenching and Shoring, and Scaffold Safety.

Michigan Association of Rehabilitation Organizations (MARO) will provide training to rehabilitation organizations and their staff with disabilities. Training will be presented in two formats: customized on-site and a computer-based program. DVD's will be developed for training in conjunction with on-site consultation.

Michigan Chiropractic Association (MCA) will deliver back safety and ergonomics training to workers in nursing home, manufacturing, and construction industries. Through its WorkSafe program, the MCA will conduct on-site safety evaluations and presentations.

Michigan Farm Bureau will provide on-site and classroom safety and health training for farmers, focusing on pesticide training and injury response management. The Farm Bureau

Cont. on Page 19



Several CET Grantees joined MIOSHA at the Granger Construction site, including: Al Granger; Doug Kalinowski, MIOSHA; Bob Swanson, DLEG; David Hollister, DLEG; Louis Peasley, MIOSHA; Joe Ross, MCA; Bart Carrigan, AGC; Arlene Cook, EMU; David Price, MARO; Pam Hill, EMU; Derrick Quinney, AFL-CIO; Kyle Smith, Warren Conner; Pete Anderson, AGC.

MIOSHA Enforces Occupational Disease Reporting Requirements

Since 1978, physicians, hospitals, clinics, and other health professionals and employers have been required by the Michigan Public Health Code (P.A. 368 of 1978, as amended, Part 56) to report known or suspected cases of occupational diseases.

Until 1996, these reports were submitted to the Michigan Department of Public Health. As a result of Executive Orders 1996-1, 1996-2, and 2003-18, the responsibility for implementing Part 56 of the Michigan Public Health Code was transferred to the Michigan Department of Labor and Economic Growth.

Michigan State University serves as MIOSHA's agent to track the work-related diseases that are reported. The ability to identify and track work-related diseases in Michigan provides information that is used to help identify areas to target resources. For example, an emphasis on worker blood lead levels has led to significant reductions.

Serious Underreporting

It is estimated that there are 30,000 to 60,000 new work-related illnesses annually, while only 15,000 to 20,000 of those are reported to MIOSHA each year. Approximately 20 to 40 new cases of silicosis and an average of 141 new cases of work-related asthma are reported each year to MIOSHA.

However, it is estimated there are actually 97 to 184 new cases of silicosis and 228 to 801 new cases of work-related asthma each year, which underscores the serious extent of underreporting.

New Reporting Requirements

Due to this ongoing concern with underreporting, MIOSHA adopted a new agency instruction on October 7, 2005, **MIOSHA-COM-05-3, Enforcement of Reporting of Known or Suspected Occupational Diseases**. Under the new instruction, MIOSHA enforcement divisions will actively seek compliance with occupational disease reporting requirements through continued proactive information outreach and targeted on-site focused inspections.

A letter was distributed October 6, 2005, to more than 200 occupational health administrators with reminder information on the reporting requirement. Instructions and the report form are also available on our website at www.michigan.gov/miosha. Left click on "Compliance." The Occupational Disease Report Forms are in the "Spotlight" section.

The MIOSHA program will develop a **local emphasis program** to address targeting and selection of locations for inspection to determine compliance with occupational disease reporting requirements. When noncompliance is determined, a referral will be made to the Attorney General for follow-up action.

How to Submit Reports

Phone: 800.446.7805
Fax: 517.432.3606
E-Mail: ODREPORT@ht.msu.edu
Web: <http://oem.msu.edu/reportform.asp>
Mail: MIOSHA MTS Division
 P.O. Box 30649
 Lansing, Michigan 48909-8149

Contact Information

If you have any questions regarding the occupational disease reporting requirements, please contact **Mary Jo Reilly, Coordinator of Michigan Occupational Disease Registry** at 800.446.7805 or e-mail ODREPORT@ht.msu.edu.

For any questions regarding MIOSHA enforcement, please contact **Martha Yoder, Deputy Director**, at 517.322.1817. ■

EMPLOYERS COMMIT TO "MAKE A DIFFERENCE!"

Governor Granholm invited employers and employees across the state to join MIOSHA and celebrate "**Make a Difference Week**" September 12th through 16th, culminating in "**Stand Down for Safety and Health Day**" on September 16th. The Governor issued a proclamation to encourage all employers and employees to place special emphasis on workplace safety and health during this week and throughout the year.

"Across the state, in companies large and small, employers tell me their workers are their most important asset," said **Granholm**. "I challenge employers to renew their commitment to their workers and take steps to ensure their work environments are safer and healthier."

The term "Stand Down" refers to taking special action to heighten awareness of worker safety and health through prevention efforts. **It was our goal to have an accident-free day on September 16th!**

During "Make a Difference Week," employers throughout Michigan were urged to spend each day on special workplace safety and health activities:

- **September 12** – Management Commitment and Leadership;
- **September 13** – Employee Involvement and Participation;
- **September 14** – Worksite Analysis and Hazard Prevention;
- **September 15** – Safety and Health Training;
- **September 16** – Stand Down for Safety and Health.

"We are encouraging each and every employer and employee in Michigan to take part in 'Make a Difference Week'—and to make workplace safety and health a top priority," said MIOSHA Director **Doug Kalinowski**. "One of the ways we can all participate is to take responsibility for our own safety and that of our co-workers. Working together, we can all make a difference to reduce injuries, illness, and fatalities in Michigan."

The **Consultation Education and Training (CET) Division** developed a "**Toolbox**" to help employers improve their safety and health systems. This "Toolbox" contains ideas, activities, and materials that focus on the five major components of a safety and health system, and a CD with MIOSHA standards and CET publications.

MIOSHA sent information on this campaign to more than 15,000 employers statewide. Thousands of employers called the CET Division for the material. Many of them emailed their special activities and comments to MIOSHA. You can see their responses on our website at: www.michigan.gov/cet. Click on "**MIOSHA 30th Anniversary Activities in 2005.**" ■



The Christman Company conducted special activities each day during "Make a Difference Week" at their project sites across the state. Pictured above, the structural concrete crew (Christman Constructors, Inc) at St. Joseph Mercy Hospital in Ann Arbor celebrates 13,805 work hours without a lost-time accident.

Macomb Community College Alliance

On September 26th, Macomb Community College and MIOSHA signed a formal alliance to help protect the safety and health of Michigan's workers.

Signing the alliance were: **David C. Hollister**, Director, Michigan Department of Labor & Economic Growth; **Dr. Albert L. Lorenzo**, President, Macomb Community College; **Barbara J. Clark**, Vice President, Economic & Workforce Development, Macomb Community College; and **Douglas J. Kalinowski**, Director, Michigan Occupational Safety and Health Administration. **Daniel L. King**, Principal Engineer, CCRW, General Motors Manufacturing Engineering also spoke at the ceremony.

"I'm proud to stand side-by-side with Dr. Lorenzo today and forge a partnership to protect Michigan workers," said Hollister. "This collaborative alliance between labor, industry and government will give businesses across Michigan the necessary tools to provide a safe and healthy work environment."

"Macomb is pleased to partner with MIOSHA to develop new opportunities for improving the health and safety of our workplaces," said Lorenzo. "Creating linkages for meaningful discussion with business and industry that lead to real-world, effective solutions for strengthening workplace safety is important in sustaining a dynamic economy that offers meaningful employment options for community residents."

Alliances enable organizations committed to workplace safety and health to collaborate with MIOSHA to prevent workplace injuries and illnesses. A key goal of this alliance is the establishment of a pilot **MIOSHA Training Institute** at Macomb's M-TEC, with a specific core curriculum.

"The MIOSHA program is dedicated to working with employers, both public and private sector—to find innovative ways to enhance workplace safety and health," said Kalinowski. "Through this alliance, MIOSHA and Macomb can offer employers a high level of safety and health information and training."

Other key goals of the alliance include:

- Coordinate consultation and educational training strategies and co-sponsor seminars.
- Use quarterly publications to address current health and safety issues.
- Initiate proactive approaches to a variety of delivery methods (online, CD Rom, video).
- Provide a forum for open discussion of MIOSHA standards and regulations from the perspective of equipment manufacturers, equipment integrators and targeted industries.
- Explore the impact of upcoming technology and equipment on existing standards.
- Establish a blueprint for collaboration to involve other colleges and M-TECs statewide. Utilize ITV and distance learning technology to collaborate statewide.

"Macomb's Workforce Development Institute is in a unique position not only to facilitate meaningful collaboration with local business and industry but also to provide hands-on training opportunities by combining key stakeholder resources with the college's M-TEC and Emergency Services Training Center facilities," said Clark.

Macomb's comprehensive **Workforce Development Institute** will administer the alliance. The Institute is focused on maintaining Michigan's competitive edge in the global economy—assisting industry in sustaining a highly skilled workforce and supporting meaningful employment opportunities. The college's workforce development and training programs are developed in conjunction with the business and labor community, and are headquartered in Macomb's M-TEC.

Macomb Community College is one of the nation's leading community colleges, serving more than 30,000 students each semester and reaching more than 350,000 persons each year through cultural and community service programs. ■



Signing the alliance were: Doug Kalinowski, MIOSHA Director; Barbara Clark, Vice President, Economic & Workforce Development, Macomb Community College; David Hollister, DLEG Director; and Dr. Albert Lorenzo, President, Macomb Community College.

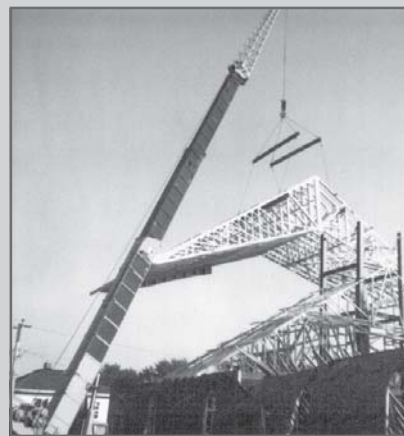
Governor's Construction Safety & Health Forum

March 2006

(Date to be announced)

8:30 a.m. – 3:30 p.m.

Schoolcraft College



The Construction Industry is one of the Most Hazardous Industries in Michigan.

Only about four percent of Michigan's workforce is employed in construction—however, construction fatalities account for nearly 50 percent of all fatal workplace accidents.

The Governor's Construction Safety & Health Forum will bring together exemplary leaders from Michigan's "Best of the Best" construction companies, who will share their success stories of how safety and health pays at their workplace.

Construction employers with a strong **"Accident Prevention Program"** report not only reductions in injuries and illnesses, but also very positive bottom line benefits:

- Lower work-comp costs,
- Increased productivity,
- Increased employee morale,
- Lower absenteeism, and
- Lower employee turnover.

For agenda details, please visit the MIOSHA website at: www.michigan.gov/miosha.

To register, please contact the CET Division at 517.322.1809.

CET Awards

MIOSHA recognizes the safety and health achievements of Michigan employers and employees through CET Awards, which are based on excellent safety and health performance.

TWO EXEMPLARY CONSTRUCTION COMPANIES ARE THE FIRST TO RECEIVE CET GOLD AWARDS

The Christman Company

On September 21st, The Christman Company received the **Gold Award**. MIOSHA Director **Doug Kalinowski** presented the award to **Steve Roznowski**, president, and **Don Staley**, safety manager. Christman has logged an unprecedented number of hours—over 2.1 million to date—without a lost-time accident.

“We work in an industry that is well-known for its sheer volume of inherent dangers,” said Staley. “Christman is committed to safety as our top priority, and we are fortunate to have that same commitment from our employees.”

Christman uses a unique, proactive safety leadership approach, which combines expertise in safety regulations with a number of industry “**best practices**” which the company has targeted. These include:

- Safety-conscious planning of site logistics and activities,
- Constant communication of safety goals and priorities,
- Team monitoring and reinforcement of safe site conditions,
- A comprehensive training program, and
- A supportive climate for discussing and addressing safety concerns and violations.

“Our employees are the award winners, and our clients also win, ultimately, through construction projects that are not only safe for their own employees to be near—but that also save money through lower insurance premiums and reduced overall risk,” Roznowski said.

Specific tactics include: establishing “zero injuries” safety program goals in conjunction with an incentive program, implementing project-specific safety programs, utilizing safety video training, conducting regular safety meetings, using a comprehensive qualification process to select only trade contractors with acceptable safety records, and performing random safety inspections by a full-time corporate safety department.

Founded in 1894, Christman has grown to become one of the Midwest’s leading construction firms. With over 140 employees in six full-service offices in Lansing, Grand Rapids, Ann Arbor, Petoskey, and Traverse City, Michigan, as well as Alexandria, Virginia, Christman is presently managing a wide range of construction projects.



Connie O'Neill, CET Director; Doug Kalinowski, MIOSHA Director; Rich Sumner, CET Consultant; Steve Roznowski, President; Don Staley, Safety Manager; and Jay Smith, Senior Vice President and Safety Director.

Clark Construction Company

On October 26th, Clark Construction Company received the prestigious **Gold Award** from MIOSHA. The award was presented to **Charles Clark**, CEO of Clark Construction by **Bob Swanson**, Deputy Director, DLEG, during ceremonies at Clark Construction’s headquarters in Lansing.

“I am honored to receive the CET Gold Award for our safety performance,” said Clark. “Our commitment to safety has been a priority at all levels of our organization for many years. This award is recognition of the dedication and hard work demonstrated by the entire Clark team.”

While earning the Gold Award, Clark Construction accumulated more than one million hours without a lost-time accident. They were also the first construction company to join Michigan AGC and MIOSHA in a landmark safety alliance designed to protect construction workers.

Nine years ago, Clark Construction set a safety goal for the company of zero hours of lost time due to injuries. Clark’s field personnel identified eight behaviors they felt affected safety the most. The resulting program that was developed by Clark Construction came to be known as the **Big 8! Safety Program**. They are:

- Wearing appropriate eye/face protection;
- Managing electric hazards and power sources;
- Good housekeeping in work areas;
- Appropriate protection equipment;
- Proper use of small tools;
- Proper material lifting and handling;
- Proper use of fall protection; and
- Proper use of scaffolding.

Clark Construction Company was founded in 1946 and is ranked as one of the top 100 CM firms in the nation by *Engineering News Record*. The firm has offices in Lansing and Petoskey with projects throughout Michigan, including southeast Michigan. In addition to a full range of Construction Management services, Clark continues to offer General Contracting and Design/Build services to their customers.



Bob Swanson, Michigan Department of Labor & Economic Growth, Deputy Director; Martha Yoder, MIOSHA Deputy Director; Chuck Clark, President; and Tony Rohac, Chief Financial Officer.

CET Awards

MIOSHA recognizes the safety and health achievements of Michigan employers and employees through CET Awards, which are based on excellent safety and health performance.



Connie O'Neill, CET Director; Tom Juzwiak, Warehouse Manager; Rick Garcia, Safety Technician; and Kevin Tibbetts, Distribution General Manager.

Herman Miller – Midwest Distribution

Herman Miller's Midwest Distribution facility in Holland received the **MVPP Rising Star Award** for an outstanding safety and health program in a ceremony at the facility on September 28th.

CET Director **Connie O'Neill** presented the award to Herman Miller's Director of Logistics **Kevin Tibbetts** and to the assembled members of the **Midwest Distribution Safety Team**. Office furniture and seating products are stored and shipped from this facility, which employs 230 workers.

Herman Miller's corporate mission is to create great places to work. A key element of the company's mission is to create a safe, healthy and productive work environment for their employees. Areas of excellence at Midwest Distribution include: Housekeeping; vehicle safety and pedestrian walkways; and ergonomics checklists. Employees participate in the company's safety and health efforts through teams, committee membership, suggestion program and physical inspection.

Herman Miller helps create great places to work, heal, learn, and live by researching, designing, manufacturing, and distributing innovative interior solutions that support companies, organizations, and individuals all over the world.

Focus: HOPE - Detroit

On October 3rd, three Focus: HOPE programs received awards from MIOSHA for outstanding safety and health records.

MIOSHA Director **Doug Kalinowski** presented the **Bronze Award** to **Tim Sullivan**, Director of Manufacturing, **Focus: HOPE Manufacturing**; the **Silver Award** to **Julian Pate**, Director of Education, **Focus: HOPE Center for Children**; and the **Silver Award** to **Brian Meriweather**, Manager, **Machinist Training Institute**.

"The safety and health of our colleagues is not only a top priority at Focus: HOPE—it's a way of life," said Roger Paige, Manager of Safety.

Focus: HOPE achieved ISO 9001:2000 quality certification for its education and training programs in 2003. Focus: HOPE Manufacturing earned QS 9000 certification in 1998 and TS 16949 in 2004.

Focus: HOPE, a nationally recognized civil and human rights organization in Detroit, was co-founded in 1968 by Father William Cunningham (1930-1997) and Executive Director Eleanor Josaitis. Their mission is to use intelligent and practical action to fight racism, poverty and injustice.



William Fleming, Roger Paige, Ivan Moore, Jerry Powell, Joe Simpson, Amy Gales, Tim Sullivan, Barbara Thomas, James Albert, Linda Long, Doug Kalinowski, and Judith Goston.

Michigan Rubber Products - Cadillac

Michigan Rubber Products received the **Ergonomic Innovation Award** on October 17th for creative and effective ideas they implemented to reduce worker strain.

MIOSHA Director **Doug Kalinowski** presented the award to **Dennis Brovont**, President, who accepted on behalf of all employees. Also participating in the ceremony were: **John Lund**, Vice President of Manufacturing; **Tom McHugh**, Controller; and **Kathy Stuart**, Human Resources Manager.

"We make every effort to create value for our customers—and this is only achievable by the people who work here," said Brovont. "That is why protecting the health, safety and well being of our employees is a top priority for us."

Michigan Rubber has made extensive ergonomic improvements in their plants, which has significantly reduced musculoskeletal injuries. These process changes have eliminated or reduced lifting, pushing, pulling and twisting, and turning.

For nearly 30 years, Michigan Rubber Products has provided components, systems, and solutions of the highest quality to the automotive, heavy truck, recreation, appliance and industrial markets utilizing cutting edge technologies and a thorough integration of industrial disciplines.



Tony Neroni, CET Consultant; Dennis Brovont, President; Tom McHugh, Controller; John Lund, Vice President of Manufacturing; Doug Kalinowski, MIOSHA Director; and Kathy Stuart, Human Resource Manager.

Education & Training Calendar

Date	Course Location	MIOSHA Trainer Contact	Phone
March			
2	Supervisor's Role in Safety & Health Bay City	Lee Jay Kueppers Dee Warren	989.892.8602
4, 11, 18	Fundamentals of Safety and Health Jackson	Quenten Yoder Bill Rayl	517.782.8268
7	Kitchen Safety Shelby Township	Lee Jay Kueppers Kathy Ashley	586.731.3476
8	Excavations: The Grave Danger & Mobile Equipment Hazards Ann Arbor	Pat Sullivan Larry Pickel	734.677.5259
14	When MIOASHA Visits Port Huron	Richard Zdeb Carter Hitesman	810.982.8016
14 & 15	MIOSHA 10-Hour for Construction Ann Arbor	Pat Sullivan Larry Pickel	734.677.5259
14 & 15	MIOSHA 10-Hour for Construction Mt. Pleasant	Tom Swindlehurst Pete Anderson	517.371.1550
15	Health Issues in the Healthcare Industry Gaylord	Cindy Zastrow Mark McCully	989.705.3631
15	Elements of Safety & Health Management System Harrison	Bob Carrier Karen Klienhardt	989.386.6629
21 & 22	MIOSHA 10-Hour for Construction Marquette	Jim Dykes Pete Anderson	517.371.1550
23	Recordkeeping of Occupational Injuries & Illnesses Traverse City	Tony Neroni Shelly Hyatt	231.546.7264
28 & 29	MIOSHA 10-Hour for Construction Ludington	Tom Swindlehurst Pete Anderson	517.371.1550
30	Guarding for Manufacturing Battle Creek	Quenten Yoder Connie Dawe	269.965.4137
April			
6	Self Inspections to Identify Hazards and Safety Training Needs Flint	Linda Long Debbie Malbin	586.703.6519
11	Supervisor's Role in Health and Safety Clarkston	Richard Zdeb Peggy Desrosier	248.625.5611
11	Overhead & Gantry Crane Safety Seminar Muskegon	Quenten Yoder Brian Cole	616.331.7180
12	Supervisor's Role in Safety and Health Houghton	Barry Simmonds Cookie Maki	906.226.6591
13	Ergonomic Principals Holland	Dave Humenick Brian Cole	616.331.7180
14	Industrial Hygiene & Bloodborne Pathogens Holland	Sherry Scott Brian Cole	616.331.7180
19	Residential Excavations, Trenching and Soil Mechanics Lansing	Tom Swindlehurst Elyse Kopietz	517.323.0390
26	Avoiding Electrocution: High Voltage Safe Work Practices Lansing	Tom Swindlehurst Elyse Kopietz	517.323.0390

Co-sponsors of CET seminars may charge a nominal fee to cover the costs of equipment rental, room rental, and lunch/refreshment charges. For the latest seminar information check our website, which is updated the first of every month: www.michigan.gov/miosha.

Construction Safety Standards Commission

Labor

Mr. D. Lynn Coleman
Mr. Gregg Newsom
Mr. Larry Redfearn
Vacant

Management

Mr. Peter Strazdas
Mr. Don Staley
Ms. Valerie Warren
Mr. Timothy Wise

General Public

Dr. Ram Gunabalan

General Industry Safety Standards Commission

Labor

Mr. James Baker**
Dr. Tycho Fredericks
Mr. John Pettinga
Vacant

Management

Mr. Timothy J. Koury
Mr. Thomas Pytlik*
Mr. Michael L. Eckert
Mr. George A. Reamer

General Public

Ms. Geri Johnson

Occupational Health Standards Commission

Labor

Dr. G. Robert DeYoung**
Ms. Margaret Robinson Faville
Mr. Ricardo L. Longoria
Ms. Margaret Vissman

Management

Mr. David L. Glynn
Mr. John E. Miller
Mr. Gary R. Novak
Mr. Ronald J. Torbert

General Public

Mr. Satyam R. Talati

*Chair **Vice Chair

Standards Update

Occupational Health Standards Commission

Governor Appoints New Commissioners

On September 29th, Governor Granholm appointed seven members to the Occupational Health Standards Commission. MIOSHA welcomed them to their first public meeting November 7th. The commission consists of nine members and provides rules that establish health standards to protect the life and health of general industry and construction workers in Michigan.

David L. Glynn of Decatur, Human Resources Manager at Special-Lite, Inc. Glynn is appointed to represent management of principle industries in the state with 200 or less employees for a term expiring 2008. He succeeds Michael Lucas whose term has expired.

Ricardo L. Longoria of Saginaw, Training and Safety Officer with the Saginaw Fire Department. Longoria is appointed to represent labor and public employees of the state for a term expiring 2006. He succeeds Michael McCabe whose term has expired.

John E. Miller of Kawkawlin, Bay County Sheriff. Sheriff Miller is appointed to represent public employers of the state for a term expiring 2006. He succeeds Douglas Williams whose term has expired.

Gary R. Novak of Brighton, Health, Safety, and Environmental Manager at TRW Automotive. Novak is appointed to represent management of principle industries in the state for a term expiring 2008. He succeeds Robert DeBruyn whose term has expired.

Margaret Robinson Faville of Muskegon, Secretary and Treasurer of Service Employees International Union Local 79. Faville is appointed to represent labor for a term expiring 2007. She succeeds Cynthia Holland whose term has expired.

Satyam R. Talati of Holt, Associate Attorney with Jaffe, Raitt, Heuer & Weiss, P.C. Talati is appointed to represent the general public for a term expiring 2007. He succeeds Darryl Lesoski whose term has expired.

Ronald J. Torbert of West Bloomfield, Vice President and General Council of Barton Malow Company. Torbert is appointed to represent management of principle industries in the state for a term expiring 2008. He succeeds Richard Olsen whose term has expired.

Retiring Commissioners

Retiring from the commission are the seven commissioners below who gave incalculable service to Michigan workers. They offer words of encouragement to those who will follow.

Robert De Bruyn of Zeeland, is a charter MIOSHA Commissioner and served for 30 years. "Serving as a commissioner has been challenging and enriching. It has been interesting to be involved in all the changes that have made MIOSHA more efficient, focused and results oriented. It has been exciting to seek out win-win solutions."

Cynthia Holland, CRNA, MS, is Chief Anesthetist at Genesys Regional Medical Center in Holland, and served for seven years.

Darryl Lesoski, M.D. is an Occupational Health Physician from Munson Hospital in Traverse City, and served for four years. "I feel privileged to have been selected by the Governor to use my expertise to directly affect workplace health and safety. The experience allowed me to gain a different perspective of MIOSHA and understand the work they perform in keeping Michigan workers safe."

Michael Lucas was on the professional Health and Safety Team of Stealcase, and served for 13 years. "The new commissioners have specific skills that will be of great value to the commission and more importantly, to all the workers in Michigan. Work to protect them like they are your family."

Michael McCabe is the Under Sheriff of Oakland County, and served for 10 years. "I truly enjoyed my years on the commission. All of the commissioners and staff are true professionals. The decisions we made were important to Michigan workers."

Dick Olson, CIH, is a Retired Chemist from Dow Chemical, and served for 21 years. "I send the new appointees my best wishes as they help protect the health of Michigan workers."

Doug Williams is the Deputy Executive for Oakland County, and served for 10 years. "It was an honor to serve the people of the state of Michigan. I hope I left a small mark on the commission, and I wish the new commissioners well as they serve Michigan workers."

To contact any of the Commissioners or the Standards Section, please call 517.322.1845.

Status of Michigan Standards Promulgation

(As of December 12, 2005)

Occupational Safety Standards

General Industry

Part 08.	Portable Fire Extinguishers	Public Hearing 1/18/06
Part 17.	Refuse Packer Units	Approved by Commission for review
Part 18.	Overhead & Gantry Cranes	Final, effective 5/13/05
Part 19.	Crawler, Locomotive, & Truck Cranes	Approved by Commission for review
Part 20.	Underhung Cranes & Monorail Systems	Approved by Commission for review
Part 50.	Telecommunications (Joint)	Final, effective 10/11/05
Part 58.	Vehicle Mounted Elevating & Rotating Platforms (Joint w/CS 32)	At Advisory Committee
Part 62.	Plastic Molding	Approved by Commission for review
Part 79.	Diving Operations	Approved by Commission for review
Pending	Ergonomics (Joint)	At Advisory Committee

Construction

Part 01.	General Rules	Approved by Commission for review
Part 12.	Scaffolds & Scaffold Platforms	Approved by Commission for review
Part 16.	Power Transmission & Distribution	Final, effective 8/22/05
Part 26.	Steel Erection	Public Hearing 11/29/05
Part 30.	Telecommunications (Joint)	Final, effective 10/11/05
Part 31.	Diving Operations	Approved by Commission for review
Part 32.	Aerial Work Platforms (Joint w/GI 58)	At Advisory Committee
Pending	Communication Tower Erection	Approved by Commission for review

Occupational Health Standards

General Industry

Part 451.	Respiratory Protection	Final, effective 4/12/05
Part 504.	Diving Operations	Approved by Commission for review
Part 520.	General Ventilation	Final, effective 4/12/05
Part 526.	Open Surface Tanks	Approved by Commission for review
Part 528.	Spray Finishing Operations	Approved by Commission for review
Part 529.	Welding, Cutting & Brazing	Approved by Commission for review
Pending	Diisocyanates	Draft to Commission for review
Pending	Ergonomics (Joint)	At Advisory Committee
Pending	Latex	Approved by Commission for review

Construction

Part 681.	Radiation in Construction - Ionizing and Nonionizing	Final, effective 10/10/05
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The MIOSHA Standards Section assists in the promulgation of Michigan occupational safety and health standards. To receive a copy of the MIOSHA Standards Index (updated March 2005) or for single copies and sets of safety and health standards, please contact the Standards Section at 517.322.1845, or at www.michigan.gov/mioshastandards.

RFR Request for Rulemaking
 SOAHR State Office of Admn, Hearings and Rules
 LSB Legislative Services Bureau
 JCAR Joint Committee on Administrative Rules

MIOSHA Extends Delay of Annual Fit Testing for Workplace Exposure to TB

During fiscal year 2005, MIOSHA delayed the requirement for annual fit testing of respirators for occupational exposure to tuberculosis (TB). **MIOSHA has extended the delay through fiscal year 2006, from October 1, 2005, to September 30, 2006.** This action follows the lead of federal OSHA, who received this direction from Congress.

During FY 2006, employers may not be cited for the requirement to do annual fit testing of respirators for occupational exposure to TB. No other provisions of MIOSHA Part 451, Respiratory Protection, are affected by this restriction.

MIOSHA will continue to cite the remainder of Part 451 as it relates to respirators, including the provisions for an initial fit testing, or whenever a different respirator facepiece is used, or when facial changes could affect the proper fit of the respirator.

In addition, the restriction affects only annual fit testing of respirators used for protection against TB. All requirements of the respiratory protection standard, including annual fit testing, will continue to be cited for respirator use against other hazards.

In addition to the requirements of the respiratory protection standard, employee exposures to TB are also addressed by **MIOSHA Instruction GISHD-COM-05-2, Enforcement Policy and Procedures for Evaluating Occupational Exposure to Tuberculosis (TB)**. This instruction provides guidance on agency expectations for employers based on industry recognition that exposure to TB is a recognized hazard.

The instruction is on our website: www.michigan.gov/miosha. Left click on "Policies & Procedures," then click on "Search for Instructions," and type "tuberculosis" in the search box.

MIOSHA will continue its current enforcement policy of this instruction, through the General Duty Clause, when an employer has a confirmed or suspected case of TB and is not adequately addressing the hazard.

Occupational exposure to TB is a serious and recognized hazard, and feasible abatement methods exist. MIOSHA's instruction for TB exposure control methods is based on the CDC's 1994 *"Guidelines for Preventing the Transmission of Tuberculosis in Health-Care Facilities."*

Employers who have questions about TB enforcement and compliance issues may contact **MIOSHA TB Specialist, Gerry Dike, General Industry Safety and Health Division, at 248.888.8863.** ■

V a r i a n c e s

Published January 15, 2006

Following are requests for variances and variances granted from occupational safety standards in accordance with rules of the Department of Labor & Economic Growth, Part 12, Variances (R408.22201 to 408.22251).

Variances Requested Construction

Part number and rule number from which variance is requested

Part 10 - Lifting and Digging Equipment: Rule R408.41015a (2) (d)(g) (3) (4)

Summary of employer's request for variance

To allow the use of a work platform mounted on a boom of a Krupp Crane & Tadano Crane for unscheduled emergency power outage restoration work provided all of the requirements listed are met.

Name and address of employer

Hi-Ball Co. Inc.

Location for which variance is requested

As reported in Item #1 in Terms of Temporary Variance

Part number and rule number from which variance is requested

Part 13 - Mobile Equipment: Ref. #1926.1000 (a) (1&2) (b)

Summary of employer's request for variance

To allow the employer to work under overhead conveyor obstructions in a parking structure to grade and compact base material using a Caterpillar D4C Series III Dozer without the use of rollover equipment providing certain stipulations are adhered to.

Name and address of employer

Merlyn Contractors, Inc.

Location for which variance is requested

Fort Street Parking Structure, Detroit
GM Hines Parking Structure, Detroit

Part number and rule number from which variance is requested

Part 32 - Aerial Work Platforms: R408.43209, 3209 (8)(b) and 3209 (9)

Summary of employer's request for variance

To allow employer to firmly secure scaffold planks to the top of the intermediate rail of the guardrail system for use as a work platform provided certain stipulations are adhered to.

Name and address of employer

Bristol Steel & Conveyor Corp.

Location for which variance is requested

GM North Lab Expansion, Pontiac

Name and address of employer

De-Cal, Inc.

Location for which variance is requested

GM Powertrain North Lab Expansion, Pontiac

Name and address of employer

W. J. O'Neil Company

Location for which variance is requested

Pfizer Building 36, Ann Arbor

Variances Granted Construction

Part number and rule number from which variance is requested

Part 32 - Aerial Work Platforms: R408.43209, Rule 3209 (8) (b) & R408.43209, Rule 3209 (9)

Summary of employer's request for variance

To allow employer to firmly secure a scaffold plank to the top of the intermediate rail of the guardrail system of an aerial lift for limited use as a work platform provided certain stipulations are adhered to.

Name and address of employer

Conti Electric

Location for which variance is requested

General Motors Paint Facility, Delta Township

Name and address of employer

Simplex Grinnell

Location for which variance is requested

University of Michigan Cardiovascular Center, Ann Arbor

Name and address of employer

FM Sylvan Piping

Location for which variance is requested

General Motors Body Shop Facility, Delta Township

Name and address of employer

Ventcon, Inc.

Location for which variance is requested

University of Michigan Hospitals Cardiovascular Center Project, Ann Arbor

Variances Granted General Industry

Part number and rule number from which variance is requested

Part 432 - Hazardous Waste Operations and Emergency Response

Summary of employer's request for variance

The employer has requested to use alternative means of protection for bomb squad members when responding to events which might expose them to certain kinds of chemical, biological, radiological, nuclear, and/or high yield explosive elements.

Name and address of employer

Michigan State Police

Location for which variance is requested

714 S Harrison, East Lansing

MIOSHA News Quiz

Topic: Management & Technical Services

By: Christine Hundt, Departmental Analyst
Lisa Leik, Departmental Technician
Laurie Lorish, Departmental Analyst
Management & Technical Services Division

Questions

1. Which of the following forms are available through the Management Information Systems Section?

- A. Log of Work-Related Injuries and Illnesses (Log 300)
- B. Notice of Alleged Safety and Health Hazards (MIOSHA-7)
- C. Summary of Work-Related Injuries and Illnesses (Log 300A)

2. T or F - The formula to calculate an incidence rate for an individual worksite is as follows: *Total annual number of recordable injuries and illnesses times 200,000, divided by the total number of hours employees worked.*

3. The Census of Fatal Occupational Injuries (CFOI) is a program that collects data regarding:

- A. Non-fatal injuries and illnesses that occur in the workplace
- B. Workers' Compensation cases
- C. Fatal injuries and illnesses that occur in the workplace

4. Upon receipt of a Bureau of Labor Statistics (BLS) Survey of Occupational Injuries and Illnesses, an employer is required to do the following:

- A. Nothing, since your establishment had no injuries or illnesses to record.
- B. Complete and return the survey within thirty days.
- C. Wait until you receive a second request for the data.

5. The Freedom of Information Act sets requirements for the disclosure of public records by all public bodies in the state. Which of the following is considered a public record within MIOSHA?

- A. Field Operations Manual
- B. Common Violation book (C.V.)
- C. Handwritten employee interview statements
- D. All of the above

6. T or F - Subpoena's relating to work activity created by MIOSHA staff may be served on an individual inspector for their deposition and/or on the agency for the created records.

7. An individual may ask to inspect a public record created by MIOSHA staff under the Freedom of Information Act. That individual will be viewing:

- A. Edited records
- B. Un-edited records

8. T or F - The MIOSHA Appeals Division coordinates the trial appearances between MIOSHA staff and attorneys.

9. How many MIOSHA Standard Advisory Committees are there?

- A. Over 100
- B. 50 to 100
- C. 10 to 50
- D. Less than 10

10. T or F - The MIOSHA Standards web page is the most visited section of the MIOSHA website.

11. T or F - The MIOSHA Standards Section has a self-subscribing electronic system (E-notice) to inform subscribers of changes to MIOSHA standards and notices of public hearings.

Answers

1. Both A and C are correct. All recordkeeping forms are available through the Management Information Systems Section. The Notice of Alleged Safety and Health Hazards form is available from the enforcement divisions.
2. True.
3. C is correct. Workers' Compensation data is not available from the Management Information Systems Section.
4. B is correct. You are required by P. A. 91-596 to complete the survey and return within 30 days.
5. D is correct. All of the listed documents are subject to disclosure.
6. True.
7. A is correct - Edited records.
8. False. The Freedom of Information Section coordinates the trial appearances between MIOSHA staff and attorneys.
9. A is correct. There are over 100 MIOSHA Standard Advisory Committees. Although only a few committees are actually active at one time, there is an advisory committee for almost every MIOSHA standard.
10. True. More people visit the MIOSHA Standards web page than any other in the MIOSHA website to get information on: newly amended standards, commission and advisory committee meetings, or how to be added to the MIOSHA Standards mailing list (to name a few examples).
11. True. In order to serve our customers faster and more efficiently, MIOSHA has established an electronic mailing list (LISTSERV). To subscribe: Send an e-mail request to: standardslistsingr@michigan.gov.

Telly Awards Winners!



Dr. Kenneth Wolf, Connie O'Neill, Doug Kalinowski, and Marilyn Knight, MSW.

MIOSHA is proud to announce that a video on workplace violence prevention that we co-funded with the Incident Management Team, Inc. of Novi, was awarded two national **Telly Awards**.

Marilyn Knight, MSW, and **Dr. Kenneth Wolf**, of the Center for Workplace Violence Prevention, and also principals of the Incident Management Team, Inc., wrote and produced the video. The MIOSHA Consultation Education and Training (CET) Grant program co-funded the video.

The training video titled, **Workplace Violence Prevention: Implementing Your Program**, received awards in two divisions: 1) Corporate Training and 2) Safety Training. Since 1978, the Telly Awards have honored outstanding local, regional, and cable television commercials and programs, as well as the finest video and film productions. The 26th Annual Telly Awards received over 12,000 entries from all 50 states and five continents.

This instructional video provides a detailed blueprint for employers to follow to implement a comprehensive violence prevention program. It includes strategies employers have used to successfully design and implement their safety programs.

Ms. Knight and Dr. Wolf are currently producing another video for MIOSHA in the area of developing crisis recovery programs after industrial accidents and mass casualty events. On February 21st, they are conducting a special seminar on this topic with the CET Division. Please see Page 19 for details.

The Workplace Violence Prevention video and an accompanying handbook are available through MIOSHA. Please call the **CET Division at 517.322.1809** to get a copy of the video and handbook.

Governor's Workplace Forum

Cont. from Page 1

more aggressive goals to become, among other things, healthier and safer by 2015."

"We consider our people our most important asset. Therefore, their safety is our top priority," said **Donald J. Milroy**, Group Vice President, Masco Corporation. "At Masco we believe leadership is the cornerstone of an excellent safety program—but it takes the teamwork of all our fine people to improve our safety environment."

"E&E Manufacturing, as all industries should be, is in the 'people' business," said **Wes Smith**, President, E&E Manufacturing Company. "That being said, if you take care of the people in your business, the rest takes care of itself."

These employers, with a strong safety and health system, report not only reductions in injuries and illnesses, but also positive bottom line benefits, including:

- Lower workers' compensation costs,
- Increased productivity,
- Increased employee morale,
- Lower absenteeism & employee turnover.

Global Economic Challenges

"Manufacturers are under tremendous global pressure. Having a highly-skilled workforce and keeping those workers healthy and safe are vital to Michigan's ability to compete with other states and other countries," said **John "Mac" MacIlroy**, President and CEO, Michigan Manufacturing Association (MMA). "Employers and employees have a shared responsibility for keeping the workplace safe, and both must do their part."

"Health and safety excellence keys manufacturing competence. Ergonomics keys quality and efficiency," said **Franklin E. Mirer, PhD**, CIH, Director, Health and Safety Department, International Union, United Auto Workers (UAW). "Michigan must bring together labor, management and academic resources to move forward, otherwise we will all fail together."



Doug Kalinowski, MIOSHA; Sandy Ring, MEDC; Frank Mirer, UAW; Mac MacIlroy, MMA; and David Hollister, DLEG (at podium); outline the global challenges facing Michigan.

"Michigan needs healthy workers to compete effectively in the global economy," said **Sandy Ring**, Chief Operating Officer, Michigan Economic Development Corporation (MEDC). "Companies that emphasize workplace safety and employee health will see the benefits of lower health costs and greater productivity."

MIOSHA distributed an interactive training CD, "**MIOSHA Walkthrough for Manufacturers**," to all participants at the forum. The high-tech CD was developed by "eMedia Solutions" and has 22-modules of safety and health training. **MIOSHA, MEDC** and the **Lansing Area Safety Council** partnered with commercial donors and sponsors to bring the program to Michigan. All Michigan manufacturers will receive a free copy in the mail at the end of January 2006.

"For 30 years MIOSHA has recognized employers who do the right thing and make worker protection a part of their company culture," said **MIOSHA Director Doug Kalinowski**. "Every company participating in today's forum has a proven track record of exemplary safety and health achievements. They are truly Michigan's 'Best of the Best!'"

Roundtable Sessions

During roundtable sessions, the individuals below shared their companies' best practices, lessons learned, and how-to strategies. **Orchestrating a Culture Change!**

Terry De La Garza - UAW International Representative

Chris Petersen - Manager Health and Safety Joint Programs

Harry Tarrant - Manager Safety Security - Vehicle Operations

Ford Motor Company

Management Leadership & Commitment

Ed Rule, Production Leader
The Dow Chemical Company

Richard Sbroglia, HR Manager & Safety Director
E & E Manufacturing

Employee Involvement

Dave Varwig, CSP, CSHM

Mark Brooks, MVPP Coordinator
DTE Energy

Brian Shaw, EHS Specialist
Johnson Technology

Pete Panourgias, Facilities Supervisor
Huntsman Corporation

Worksite Analysis

Doug Flint, Operations Manager
International Paper – Sturgis



Dan Young from eMedia Solutions unveiled the "MIOSHA Walkthrough for Manufacturers" CD at the Governor's Forum.

Jim Sutton, Safety Manager

International Paper – Quinnesec

John Rupp, Deputy Safety & Health Director

UAW Powered Material Handling Vehicle

Hazard Prevention

Bruce Shepherd, Health & Safety Manager

Alcoa Howmet Castings

Ron Roman, Human Resource Manager

Eric Neer, Director of Operations

BrassCraft Manufacturing Company

Andy Comai, International Representative

UAW Health & Safety Department

Safety & Health Training

Deb Lambert, Safety Specialist

Jill Woods, Safety Committee Lead

Herman Miller, Inc.

Mike Haire, Corrugating Supervisor

Georgia-Pacific Corporation

Ask the MIOSHA Commissioners

Robert Deyoung, St. Mary's Mercy Medical Center

Margaret Vissman, (Retired) Marriott

Tom Pytlik, The Dow Chemical Company

Tim Koury, Renaissance Precast Industries

George Reamer, (Retired) Mich-Con

Industrial Ventilation Conference

February 13 - 16, 2006

Kellogg Hotel & Conference Center
East Lansing, Michigan

More than 25 industrial ventilation experts from across the U.S. and Canada will provide instruction and lectures on the design, construction, use and testing of, ventilation systems. The Conference has an introductory course and an advanced course of instruction.

The 4-day early registration fee is \$550.00, which includes handout materials and meals.

The Ventilation Conference is sponsored by MIOSHA. For more information, contact **Suzy Carter** toll free at **866.423.7233** or visit the conference web site at: **www.michiganivc.org**.

CET Grants

Cont. from Page 8

program includes the development of an "Injury Response Plan," training farm workers to handle emergency injury situations.

Michigan Infrastructure and Transportation Association (MITA) will develop specialized company training sessions, on-site walkthroughs, and statewide conferences to reduce injuries in the road construction industry.

Michigan State University School of Criminal Justice will offer a 36-hour train-the-trainer rapid intervention course for firefighters and a 16-hour firefighter survival course. The program will also train firefighters in excavation and trenching rescue operations.

Michigan Urban Search and Rescue Foundation (MUSARF) will provide training to contractors engaged in trenching and excavation work, to construction workers involved in this type of work, and to fire service personnel providing rescue services during trenching and excavation operations.

Parents for Student Safety Employment Standards (PASSES) works with high schools to provide construction technology classroom training, utilizing the web-based PASSES curriculum. PASSES has organized district wide safety committees that assist with the program.

Retail, Wholesale, and Department Store Union (RWDSU) will provide health and safety injury prevention training in food processing facilities through safety and health committees. These committees will focus on training sessions in areas such as repetitive motion injuries, facility emergency preparedness, and proper lifting.

Southeast Michigan Coalition for Occupational Safety and Health (SEMCOSH) will offer basic safety and health training for Spanish-speaking immigrant workers. Specific areas will include basic first aid, hearing protection, and personal protective equipment (PPE).

United Auto Workers (UAW) will provide workplace safety and health training to industries with fabricated metal, stone, clay, and concrete products. The training will include a facility walkthrough and hazard evaluation, followed by hazard prevention training.

University of Michigan has developed and will deliver on-site customized ergonomics job analysis, follow-up activities to document changes and development to small and medium-sized companies. They will also provide scholarships to attend a two-day open enrollment course.

Warren Conner Development Coalition will provide workplace violence prevention for employers and employees in small service sector businesses. The program will train local businesses to implement programs and strategies designed to identify potential risks and develop corrective action plans. ■

Confined Space Hazard

Cont. from Page 5

■ The employer did not inform exposed employees, by posting a danger sign or by any other equally effective means, of the existence and location of and the danger posed by the permit space; [GIS Part 490, 1910.146(c)(2)];

■ The employer did not develop and implement a written permit space program; [GIS, Part 490, 1910.146(c)(4)] and

■ The employer did not inform contractors that the workplace contained permit spaces and that permit space entry is allowed only through compliance with a permit space program [GIS, Part 490, 1910.146(c)(8)(i)].

M & M Plumbing – Heating Inc. was issued the following citations:

■ The employer did not develop, maintain or coordinate with its employees an Accident Prevention Program meeting the minimum requirements [Construction Standard (CS) Part 1, Rule 114(1)];

■ The employer did not test the atmosphere in a confined space prior to employee entering [C.S. Part 1, Rule 121(2)]; and

■ The employer did not enter a lost time injury within the 7-day time limit, and did not maintain the required MIOSHA 300 log. [GIS/CS Part 11, Rule 1129].

For Information

For more information regarding confined spaces and the hazards that can be encountered, please visit the MIOSHA website at www.michigan.gov/miosha.

The **Consultation Education and Training (CET) Division** can provide assistance regarding MIOSHA confined space regulations and can be contacted at **517.322.1809**. ■

Great Lakes Defender

Cont. from Page 6

dent under a unified command. The Unified Command Post directed resources to secure the area, find and arrest any terrorists, limit the damage, and manage the consequences.

A major objective in Operation Bridge Out was to reconnect Michigan and Ontario, as soon as possible. Reconnection was accomplished with the construction of a pontoon bridge that spanned the Saint Mary's River between Sugar Island, Michigan, and Garden River, Ontario. The 1437th Engineering Division of the Michigan National Guard constructed the 780-foot bridge across the Saint Mary's River in a matter of hours. Outbound and inbound land traffic could have begun again the same day on the newly constructed floating international bridge.

At Operation Bridge Out, two members of the MIOSHA Disaster Response Team, **Matthew Macomber** and **Barry Simmonds**, also functioned as Assistant Safety Officers to the overall Incident Safety Officer to ensure that all health and safety measures were implemented. At this scenario in Sault Sainte Marie, these MIOSHA team members monitored the bridge-building activity and also had the authority to alter, suspend, or terminate any activity that they judged unsafe.

Great Lakes Defender was a significant exercise that tested the preparedness and response of the participants to an act of terrorism in Michigan and Ontario. As a result of the participation of the MIOSHA Disaster Response Team in this exercise, MIOSHA was able to enhance its own emergency response and preparedness capabilities, and in addition, to continue to meet its commitment to protect the health and safety of Michigan's workers. ■

Managing Industrial Accidents and Crisis Events

CET Division Special Seminar – February 21st – 8:30 - 4:00

Plymouth-Canton Community Center – Cost: \$75.00

Featuring

Dr. Kenneth Wolf & Marilyn Knight, MSW

Center for Workplace Violence Prevention

Rad Jones, US Secret Service (retired) & Ford Security Director (retired)

Jerry Miller, Daimler Chrysler Director of Crisis Management (retired)

Martha Yoder & Mike Mason, MIOSHA Program

Participants will learn how to conduct a crisis assessment and the importance of structure and operational procedures in a crisis management program. Attendees will participate in an interactive session involving a critical incident scenario that builds from the response to the recovery phase of the crisis management process. Through participation in a desktop simulation training of a crisis event, participants may see and identify gaps in their own plans or procedures.

To register, contact the **CET Division** at **517.322.1809**.

How To Contact MIOSHA

MIOSHA Hotline 800.866.4674
Fatality/Catastrophe Hotline 800.858.0397
General Information 517.322.1814
Free Safety/Health Consultation 517.322.1809

Director 517.322.1814 **Doug Kalinowski**
Deputy Director 517.322.1817 **Martha Yoder**

DIVISION	PHONE	DIRECTOR
Appeals	517.322.1297	Jim Gordon (Acting)
Construction Safety & Health	517.322.1856	Bob Pawlowski
Consultation Education & Training	517.322.1809	Connie O'Neill
General Industry Safety & Health	517.322.1831	John Brennan
Management & Technical Services	517.322.1851	John Peck
OFFICE	PHONE	MANAGER
Asbestos Program	517.322.1320	George Howard
CET Grant Program	517.322.1865	Louis Peasley
Employee Discrimination Section	248.888.8777	Jim Brogan
Management Information Systems Section	517.322.1851	Bob Clark
Standards Section	517.322.1845	Marsha Parrott-Boyle

Website: www.michigan.gov/miosha

If you would like to subscribe to the MIOSHA News, please contact us at 517.322.1809 and provide us with your mailing address. Also if you are currently a subscriber, please take the time to review your mailing label for errors. If any portion of your address is incorrect, please contact us at the above number.



Michigan Occupational Safety and Health Administration
Director: Douglas J. Kalinowski

The MIOSHA News is a quarterly publication of the Michigan Occupational Safety and Health Administration (MIOSHA), which is responsible for the enforcement of the Michigan Occupational Safety and Health (MIOSH) Act.

The purpose is to educate Michigan employers and employees about workplace safety and health. This document is in the public domain and we encourage reprinting.

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